

**Health and Social Service  
Workforce in  
Hospitals and Nursing Homes  
March 31, 1990**

**Alberta Health and Social Services Disciplines Committee  
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**May, 1991**



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## 1. INTRODUCTION

The Alberta Health and Social Service Disciplines Committee has conducted an annual survey of health and social service employers since 1979. The survey collected information from employers on full-time and part-time permanent personnel, vacant positions, resignations, casual/contract personnel, and recruitment difficulties. In the 1990 survey, employers reported a total of 85,880 permanent health and social service personnel. A substantial proportion of these permanent personnel, 44 percent, were employed in the hospital sector.

The present report focuses on employers in the hospital sector. This report provides a separate summary for acute care hospitals, auxiliary hospitals, nursing homes, and psychiatric hospitals. For each of these facility types, there is an analysis of permanent personnel, vacancies, three month vacancies, and resignations for 1990. A trend analysis from 1987 to 1990 for personnel in selected occupations is also presented. The appendixes at the end of the report review the methodology of the survey and provide tables which give detailed occupational summaries of the hospital sector in 1990. It should be recognized that the data presented in this report captures information at one point in time and that it does not consider the variations in workforce participation occurring during the full year (i.e. layoffs).

## 2 Acute Care Hospitals

### 2. ACUTE CARE HOSPITALS

The table in Appendix 2, page 25, provides a summary of the number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates in acute care hospitals for 1990. A comparison of some of the major highlights from the 1989 and 1990 employer survey is given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1990.

#### 2.1 PERMANENT PERSONNEL

- Compared to other hospital facilities and nursing homes, acute care hospitals experienced the largest percentage increase in the number of permanent personnel from 1989 to 1990. The total number of permanent personnel in acute care hospitals increased by 8.5 percent, from 23,965 in 1989 to 26,012 in 1990.

- Registered nurses increased by 7.9 percent, from 12,251 (1989) to 13,216 (1990).

- Among non-RN nursing staff, notable increases in the number of personnel from 1989 to 1990 occurred for 'other' nursing staff (23.1%) and licensed practical nurses (10.1%).

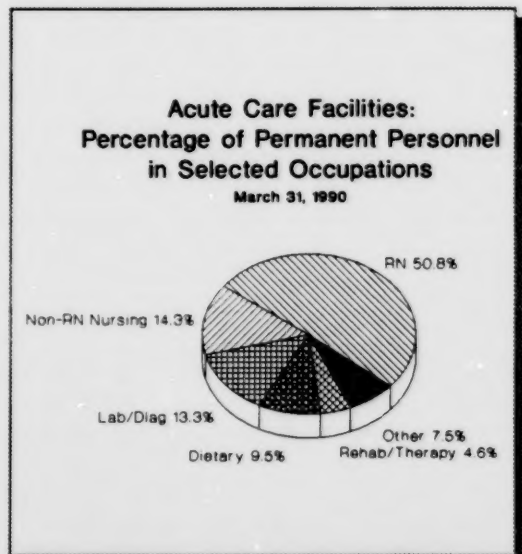
- Personnel in laboratory and diagnostic occupations increased in number by 10.1 percent from 1989 (3,140) to 1990 (3,456).

- The rehabilitation occupations also experienced considerable growth in the number of personnel from 1989 to 1990. Notable increases were seen for clinical audiologists (44.4%), speech therapists (22.5%), occupational therapists (20.7%), recreational therapists (17.6%), and physical therapists (11.1%).

#### 2.2 PART-TIME PERMANENT PERSONNEL

- The total percentage of part-time personnel in acute care facilities was 37.8 percent in 1990. Overall, the percentage of part-time personnel in acute care facilities in 1990 was lower than that found in auxiliary hospitals (50.0%) and nursing homes (53.4%).

- Almost all of the laboratory/diagnostic personnel had lower than average percentages of part-time personnel (25.0% for all laboratory/diagnostic personnel combined). The only exception was combined laboratory and x-ray technicians whose

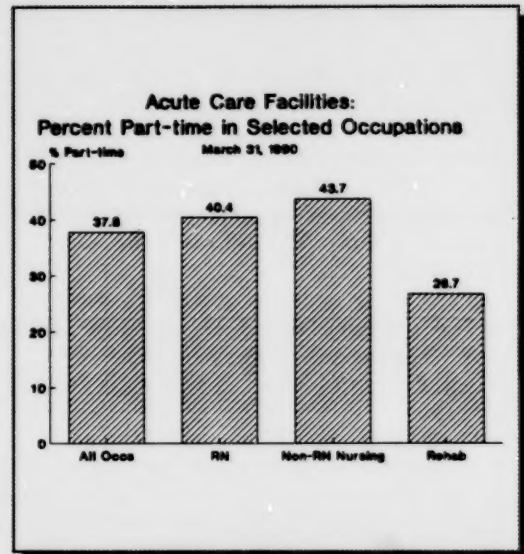


level of part-time personnel was 53.4 percent.

- Registered nurses continued to have a relatively high proportion, 40.4 percent, of part-time personnel in 1990. Particularly high percentages of part-time personnel were observed for registered nurses providing intravenous therapy (58.6%) and those working in the recovery room (52.0%) and the emergency room (50.6%).

- Licensed practical nurses (45.0%) and 'other' nursing staff (41.6%) also had high proportions of part-time personnel.

- The proportion of part-time personnel was comparatively low for social workers (16.6%), psychologists (17.0%), pharmacists (26.0%), and rehabilitation personnel (26.7%).

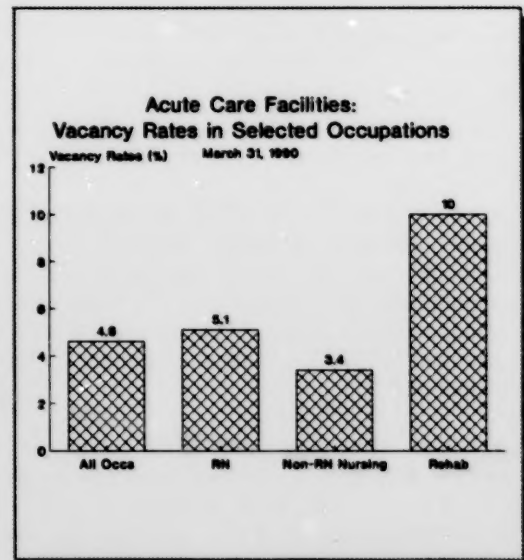


### 2.3 VACANCY RATES

- In relation to other hospital facilities and nursing homes, acute care hospitals experienced the largest decrease in vacancy rates from 1989 to 1990. The total number of vacant positions declined substantially from 1,755 (1989) to 1,006 (1990). The overall vacancy rate decreased from 8.3 percent (1989) to 4.6 percent (1990).

- The vacancy rate for registered nurses dropped from 9.6 percent (1989) to 5.1 percent (1990). The vacancy rate for licensed practical nurses also declined, although less dramatically, from 4.1 percent (1989) to 2.7 percent (1990).

- The 1990 vacancy rates for pharmacists (4.5%), psychologists (4.3%), and social workers (4.3%) all declined substantially from 1989.



- Comparatively high 1990 vacancy rates continued for occupational therapists (15.1%) and physical therapists (13.1%).

#### 4 Acute Care Hospitals

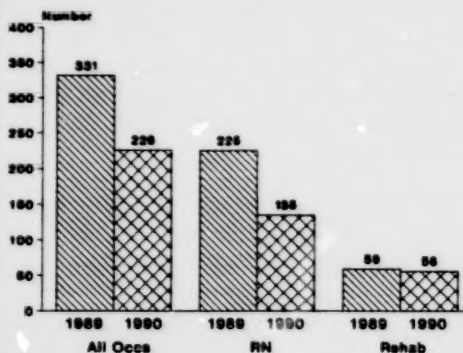
##### 2.4 THREE MONTH VACANCIES

• The total number of positions vacant on March 31 for three months or longer declined from 331 (1989) to 226 (1990). Next to auxiliary hospitals, acute care facilities had one of the lowest proportions of vacant positions that were vacant for three months or longer (22.4%).

• The proportion of three month vacancies for registered nurses did not change significantly from 1989 (21.7%) to 1990 (23.9%).

• Comparatively high percentages of three month vacancies in 1990 were seen for occupational therapists (35.9%), pharmacists (57.1%), and physical therapists (68.4%).

Acute Care Facilities:  
Number of Three Month Vacant Positions  
March 31, 1989, 1990



##### 2.5 TURNOVER RATES

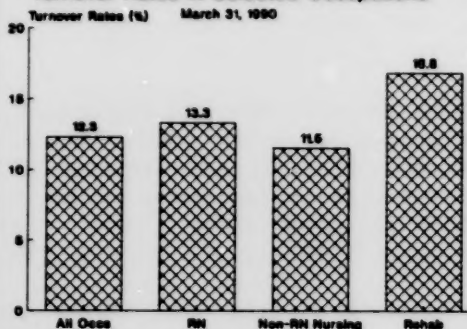
• The total turnover rate for acute care facilities change very little from 1989 (12.4%) to 1990 (12.3%).

• The turnover rate for registered nurses also showed little change from 1989 (13.1%) to 1990 (13.3%). For registered psychiatric nurses, however, a substantial rate increase from 11.2 percent (1989) to 20.4 percent (1990) was observed.

• Lower than average 1990 turnover rates were seen for licensed practical nurses (9.8%), pharmacists (11.6%), psychologists (8.5%), and social workers (8.7%).

• High 1990 turnover rates continued for occupational therapists (21.7%), physical therapists (18.3%), and speech therapists (17.9%).

Acute Care Facilities:  
Turnover Rates in Selected Occupations  
March 31, 1990



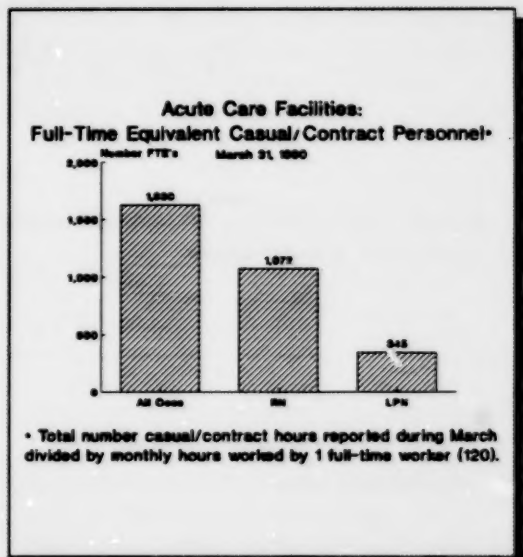
## 2.6 CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL

• In the 1990 survey, employers were asked to report the number of casual/contract/temporary/relief personnel employed during the month of March, 1990. Acute care hospitals reported that a total of 5,425 casual/contract staff worked an average of 42.7 hours during March.

• The majority of the casual/contract personnel, 3,825, were registered nurses. The average number of hours worked by this occupational group during the month of March was 39.7.

• Licensed practical nurses accounted for a notable number, 930, of casual/contract personnel. The average number of hours worked by this occupational group for the month was 50.6.

• There was also a considerable number of physical therapists (101), employed on a casual/contract basis. The average number of hours worked by casual/contract physical therapists during the month of March was 32.4.



# Acute Care Hospitals Yearly Workforce Data

Figure 1  
Number RN's to One Non-RN Nursing Practitioner\*

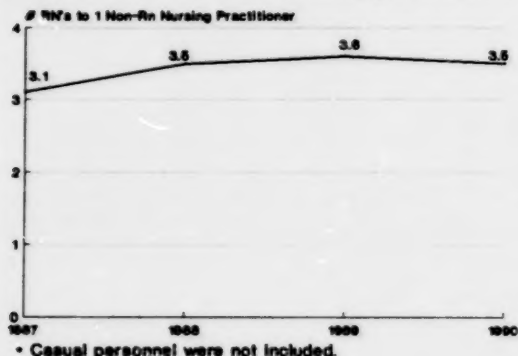


Figure 2  
Number of Permanent Personnel

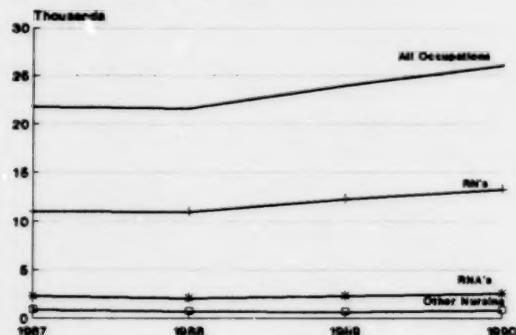


Figure 3  
Vacancy Rates

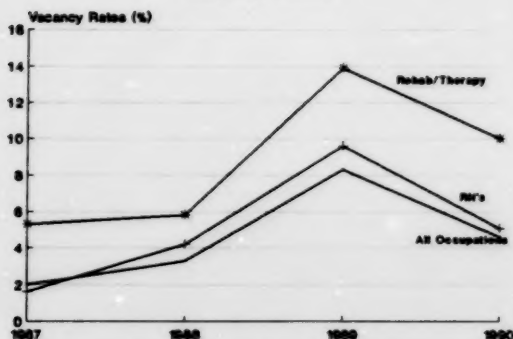
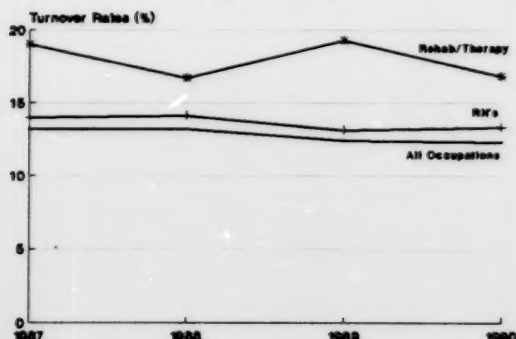


Figure 4  
Turnover Rates



### 3. AUXILIARY HOSPITALS

The table in Appendix 3, page 30, provides a summary of the number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates in auxiliary hospitals for 1990. A comparison of some of the major highlights from the 1989 and 1990 employer survey is given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1990.

#### 3.1 PERMANENT PERSONNEL

- Next to acute care hospitals, auxiliary hospitals experienced one of the largest increases in permanent personnel in 1990. The total number of personnel in auxiliary hospitals increased by 7.4 percent, from 5,271 (1989) to 5,660 (1990).

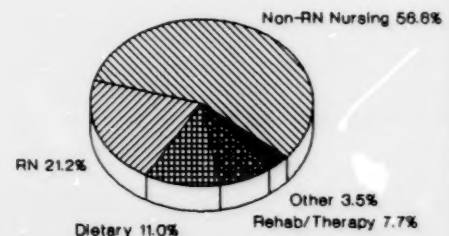
- The number of registered nurses declined by 3.0 percent from 1,238 (1989) to 1,201 (1990).

- Non-RN nursing personnel, in contrast, experienced fairly substantial growth rates. From 1989 to 1990, licensed practical nurses increased by 19.5 percent and 'other' nursing staff grew in number by 9.3 percent.

- Within the rehabilitation occupations, some growth from 1989 to 1990 was seen for recreational therapists (8.1%) and physical therapists (7.9%). Very little change was observed in the number of occupational therapists and speech therapists.

**Auxiliary Hospitals:  
Percentage of Permanent Personnel  
in Selected Occupations**

March 31, 1990



## 8 Auxiliary Hospitals

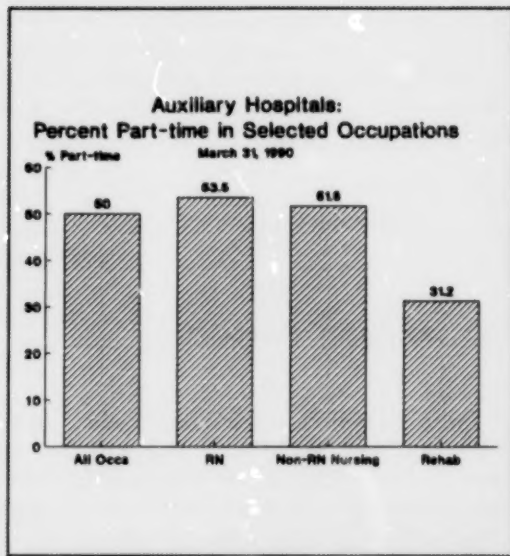
### 3.2 PART-TIME PERMANENT PERSONNEL

- Auxiliary hospitals had relatively high proportions of part-time personnel in 1989 (50.4%) and 1990 (50.0%)

- Registered nurses continued to have high levels of part-time personnel in 1990 (53.5%). A particularly high percentage of part-time personnel (61.5%), was seen for registered nurses working in long-term care/rehabilitation.

- Comparatively high levels of part-time personnel were also seen for licensed practical nurses (49.3%) and 'other' nursing personnel (54.5%).

- Lower levels of part-time personnel were observed for social workers (11.8%), rehabilitation personnel (31.2%), and pharmacists (34.1%).

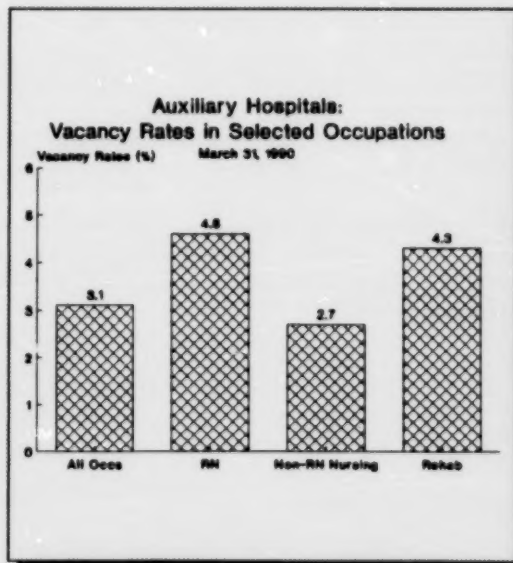


### 3.3 VACANCY RATES

- The vacancy rate in auxiliary hospitals for all occupations combined declined from 5.5 percent (1989) to 3.1 percent (1990). Overall, the 1990 vacancy rate in auxiliary hospitals was lower than the vacancy rates seen in acute care and psychiatric hospitals.

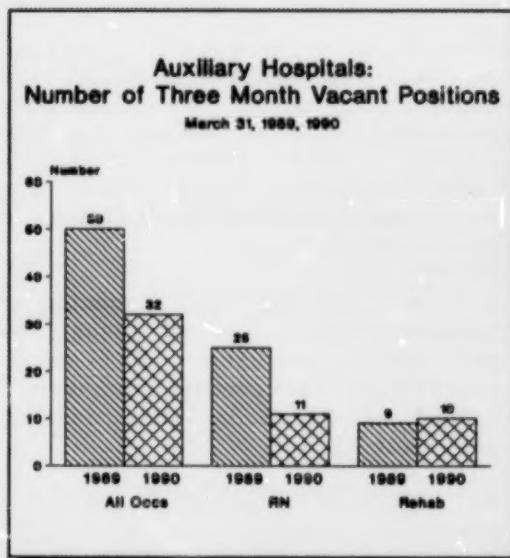
- The vacancy rate for registered nurses dropped from 7.7 percent (1989) to 4.6 percent (1990). The vacancy rate for licensed practical nurses also declined from 8.5 percent (1989) to 4.2 percent (1990).

- Among the rehabilitation occupations, the vacancy rate decreased from 8.1 percent (1989) to 4.3 percent (1990).



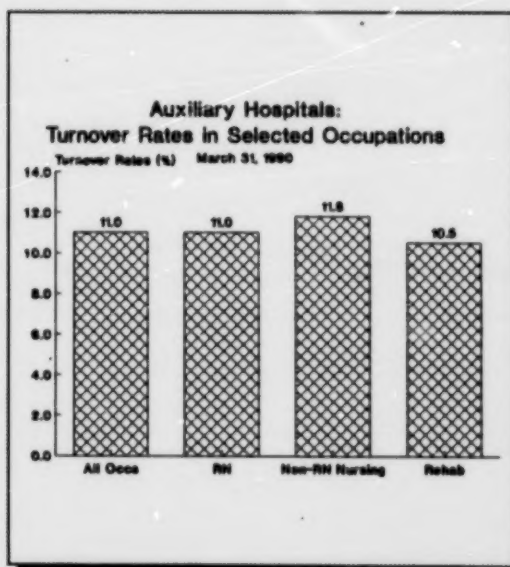
### 3.4 THREE MONTH VACANCIES

- The total number of three month vacant positions declined from 50 (1989) to 32 (1990). The proportion of vacant positions vacant for three months or longer in auxiliary facilities (23.4%) was considerably lower than the proportion of three month vacancies in psychiatric hospitals and nursing homes.
- The percentage of three month vacant positions for registered nurses decreased from 33.1 percent (1989) to 24.7 percent (1990).
- The rehabilitation occupations had particularly high percentages of three month vacancies (57.6%). Within this occupational group, physical therapists had the highest level of three month vacancies (87.5%).



### 3.5 TURNOVER RATES

- The total turnover rate for all occupations combined changed very little from 1989 (11.9%) to 1990 (11.0%).
- Turnover rates in 1990 remained comparatively low for registered nurses (11.0%), licensed practical nurses (12.9%), 'other' nursing staff (10.5%), pharmacists (7.1%), and physical therapists (9.7%).



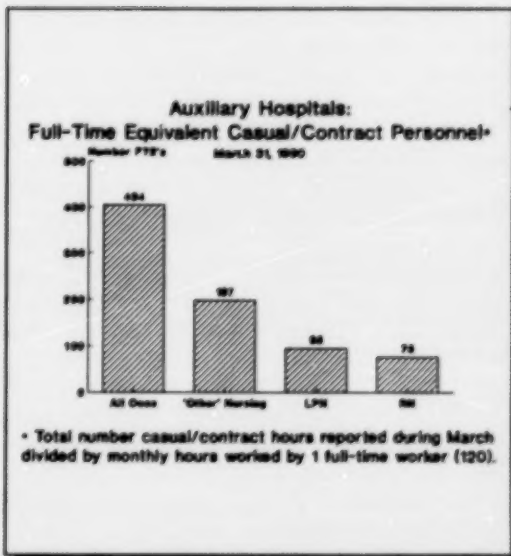
## 10 Auxiliary Hospitals

### 3.6 CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL

• Auxiliary hospitals were asked to report the number of casual/contract personnel employed during the month of March, 1990. In total, 1,255 casual/contract staff were reported working an average of 50.0 hours during the month of March.

• 'Other' nursing staff accounted for the largest number, 542, of casual/contract personnel working in auxiliary facilities. The average number of hours worked in March by this occupational group was 55.0.

• Registered nurses and licensed practical nurses each had 318 casual/contract status personnel employed during the month of March. Licensed practical nurses worked a higher average number of casual/contract hours in March (48.1) than registered nurses (39.4).



# Auxiliary Hospitals Yearly Workforce Data

Figure 1.  
Number RN's to One Non-RN Nursing Practitioner\*

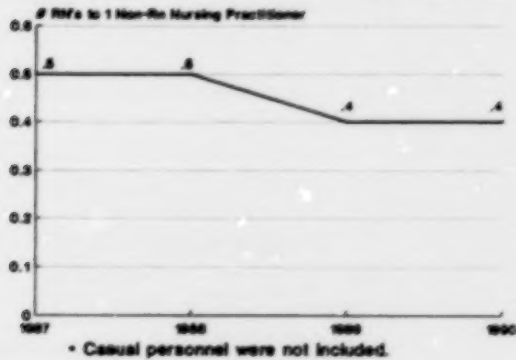


Figure 2.  
Number of Permanent Personnel

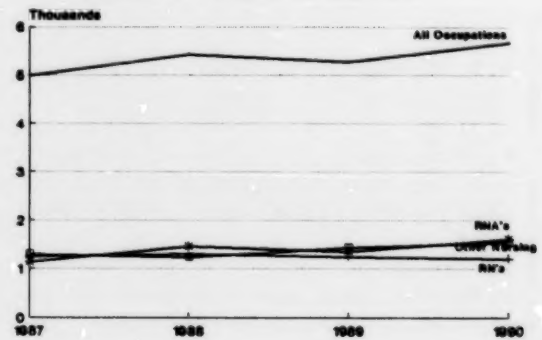


Figure 3.  
Vacancy Rates

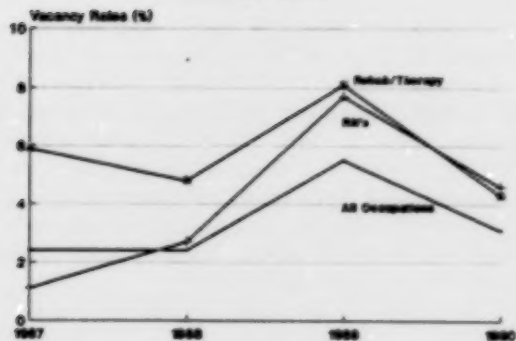
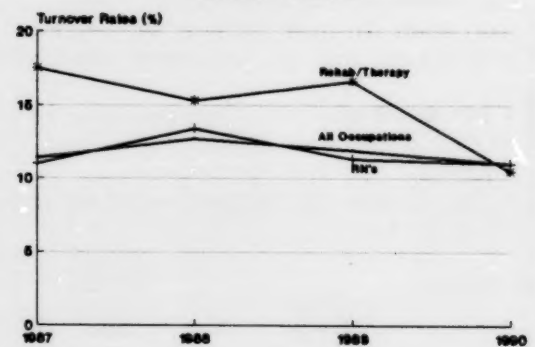


Figure 4.  
Turnover Rates



## 12 Nursing Homes

### 4. NURSING HOMES

The table in Appendix 4, page 33, provides a summary of the number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates in nursing homes for 1990. A comparison of some of the major highlights from the 1989 and 1990 employer survey is given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1990. All facilities which have nursing home bed designations have been included in the data summaries.

#### 4.1 PERMANENT PERSONNEL

- The total number of personnel in nursing homes increased by 6.4 percent, from 4,554 (1989) to 4,845 (1990). The 1989 to 1990 growth in the number permanent personnel in nursing homes was slightly lower than the increase seen for acute care hospitals and auxiliary hospitals.

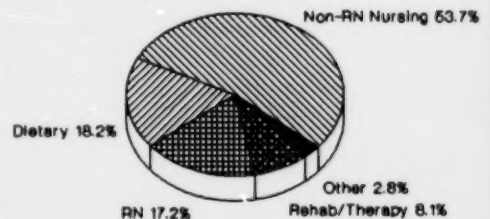
- Registered nurse personnel increased in number by 11.2 percent, from 747 (1989) to 831 (1990). Long-term care/rehabilitation, the largest registered nurse specialty within nursing homes, grew in number by 16.1 percent from 1989 to 1990.

- The number of physical therapists increased by 18.9 percent. Little change was seen in the number of occupational therapists and recreational therapists.

- Licensed practical nurses grew in number by 16.2 percent from 222 (1989) to 258 (1990).

- The number of 'other' nursing staff changed very little from 1989 (2,237) to 1990 (2,244).

**Nursing Homes:  
Percentage of Permanent Personnel  
in Selected Occupations**  
March 31, 1990



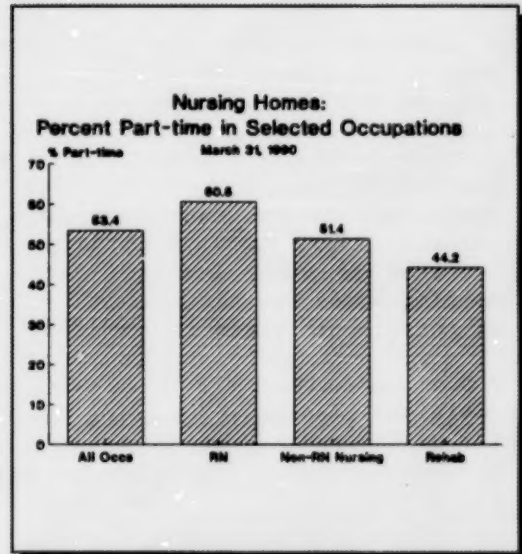
#### 4.2 PART-TIME PERMANENT PERSONNEL

• Overall, nursing homes had the highest proportion of part-time personnel, 53.4 percent, among all hospital facilities.

• Registered nurses continued to have a high percentage, 60.5, of part-time personnel. Registered nurses in long term care and rehabilitation had an exceptionally high level, 69.0 percent, of part-time personnel.

• Higher proportions of part-time personnel were also seen among 'other' nursing personnel (51.2%) and licensed practical nurses (50.8%).

• Rehabilitation occupations which had notably high levels of part-time personnel included occupational therapists (77.4%) and physical therapists (68.2%).



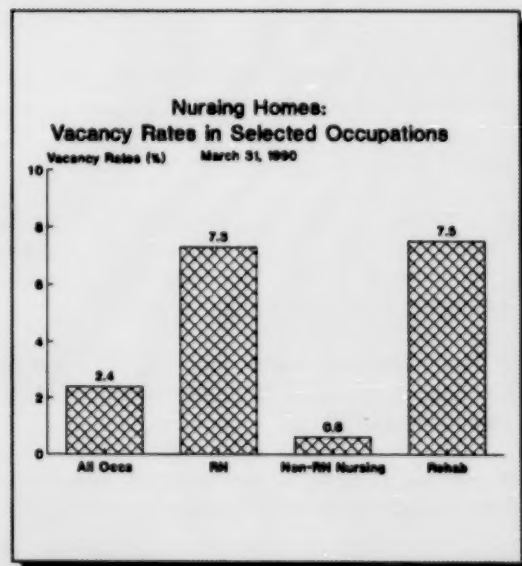
#### 4.3 VACANCY RATES

• The vacancy rate in nursing homes remained at 2.4 percent from 1989 to 1990. The total vacancy rate in nursing homes was considerably lower than that observed in other hospitals facilities.

• A relatively high vacancy rate was seen for registered nurses (7.3%). Registered nurses employed in long-term care/rehabilitation had a particularly high vacancy rate of 8.8 percent in 1990.

• Licensed practical nurses had a much lower 1990 vacancy rate of 1.8 percent.

• The vacancy rate for occupational therapists (32.1%) and physical therapists (32.6%) continued to be high. The vacancy rates for these two occupations in nursing homes was more than double the rates seen in acute care hospitals.



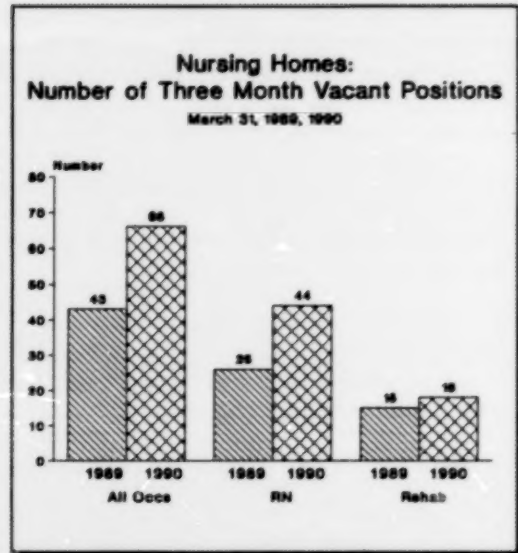
## 14 Nursing Homes

### 4.4 THREE MONTH VACANCIES

• Although nursing homes continued to have a relatively low vacancy rate from 1989 to 1990, the number of three month vacant positions increased substantially from 43 to 66. The percentage of vacant positions that were vacant for three month or longer increased from 51.2 percent (1989) to 74.6 percent (1990). Compared to other hospital facilities, nursing homes had the highest percentage of three month vacancies in 1990.

• Over one-half of the three month vacant positions reported by nursing homes were for registered nurses. Registered nurses had an exceptionally high percentage, 96.7%, of vacancies that were three months or longer in duration.

• The proportion of three month vacancies was also high for occupational therapists (94.4%) and physical therapists (64.3%).



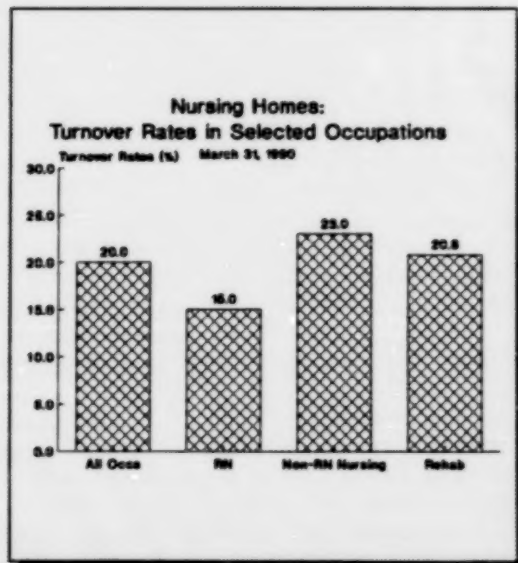
### 4.5 TURNOVER RATES

• Compared to other hospital facilities, nursing homes had the highest overall turnover rate from 1989 (21.0%) to 1990 (20.0%).

• 'Other' nursing staff, who had a turnover rate of 22.6 percent, accounted for over one half of the total number of resignations in nursing homes.

• The turnover rate for registered nurses declined from 20.4 percent (1989) to 15.0 percent (1990).

• Rehabilitation personnel continued to have high turnover rates in 1990 (20.8%).



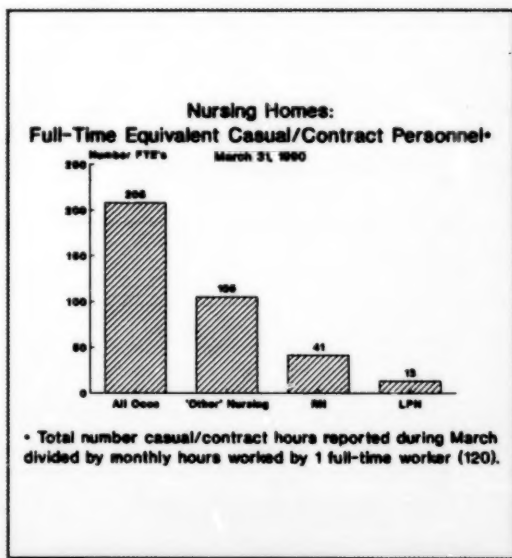
#### 4.6 CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL

• In the 1990 survey, nursing homes were asked to report the number of casual/contract/temporary/relief personnel employed during the month of March, 1990. Nursing homes reported that a total 444 casual/contract personnel worked an average of 57.5 hours during March.

• 'Other' nursing personnel accounted for almost half of all the casual/contract personnel reported (221). The monthly average number of hours worked by this occupational group was 59.2.

• A total of 84 casual/contract registered nurses worked an average of 59.0 hours during the month of March.

• There was a total of 37 casual/contract licensed practical nurses employed during March. The average monthly hours worked by this occupational group was 42.2.



# Nursing Homes Yearly Workforce Data

Figure 1  
Number RN's to One Non-RN Nursing Practitioner\*

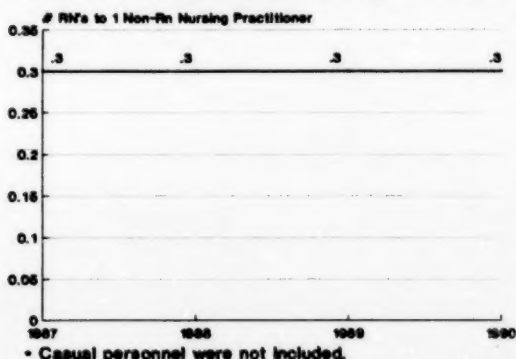


Figure 2  
Number of Permanent Personnel

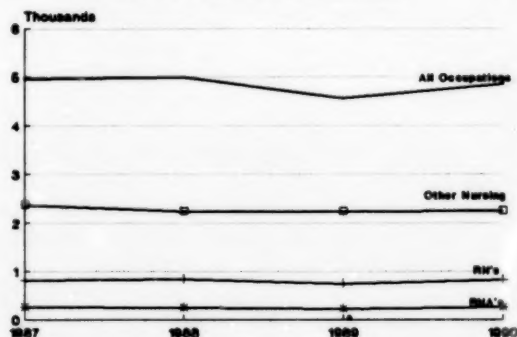


Figure 3  
Vacancy Rates

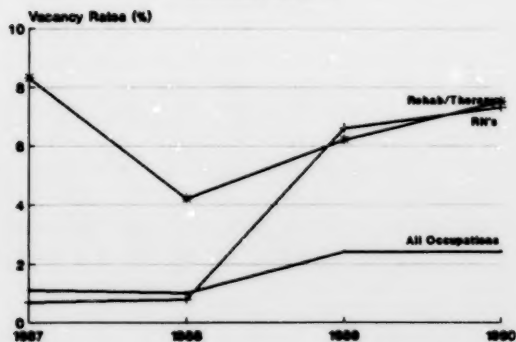
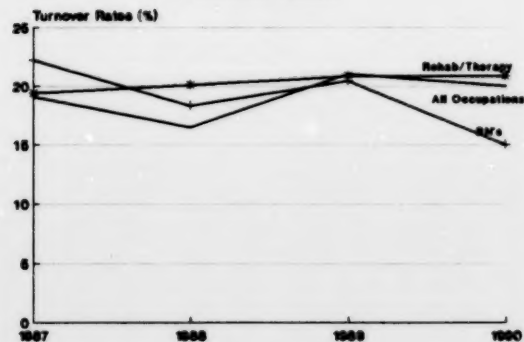


Figure 4  
Turnover Rates



## 5. PSYCHIATRIC HOSPITALS

This section summarizes employer survey data from the two psychiatric hospitals in the province, Alberta Hospital Edmonton and Alberta Hospital Ponoka. The table in Appendix 5, page 36, provides a summary of the number of personnel employed, vacant positions, resignations, as well as vacancy rates and turnover rates for 1990. A comparison of some of the major highlights from the 1989 and 1990 employer survey is given below, followed by a series of graphs, which provide a broader analysis of annual data for selected occupations from 1987 to 1990. It should be noted that Alberta Hospital Ponoka was unable to provide separate occupational data for registered nurses and registered psychiatric nurses in 1990. For this reason, data on these two occupations has been collapsed into one RN/RPN category.

### 5.1 PERMANENT PERSONNEL

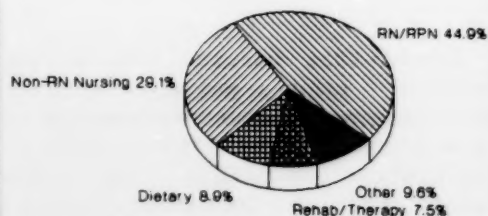
- Compared to other hospital facilities and nursing homes, psychiatric hospitals had the lowest percentage increase in the number of permanent personnel from 1989 to 1990. During this time period, the total number of personnel in psychiatric hospitals increased by 3.3 percent from 1,236 (1989) to 1,277 (1990).

- The number of RN/RPN personnel increased by a modest 2.0 percent from 563 (1989) to 574 (1990). Non-registered nursing personnel also showed a modest increase in number of 3.3 percent from 359 (1989) to 371 (1990).

- There was little change in the number of pharmacists, psychologists, social workers, and rehabilitation personnel from 1989 to 1990.

**Psychiatric Hospitals:  
Percentage of Permanent Personnel  
in Selected Occupations**

March 31, 1990

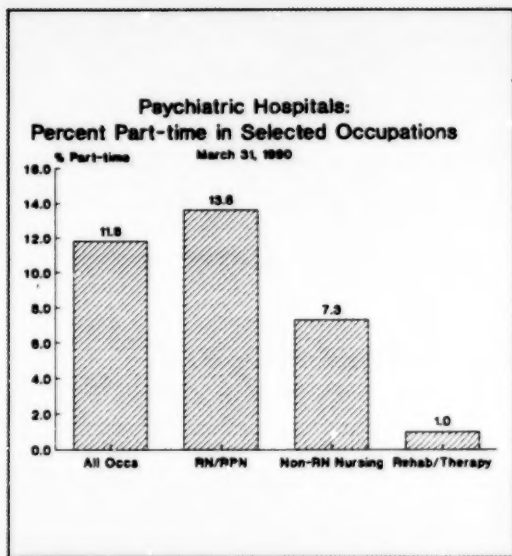


## 18 Psychiatric Hospitals

### 5.2 PART-TIME PERMANENT PERSONNEL

- Psychiatric hospitals had the lowest level, 11.8 percent, of part-time personnel among hospital and nursing home facilities in 1990.

- Comparatively low percentages of part-time personnel were seen for most occupations, including RN/RPN personnel (13.6%), non-registered nursing staff (7.3%), social workers (9.1%), rehabilitation personnel (1.0%) and psychologists (0.0%).



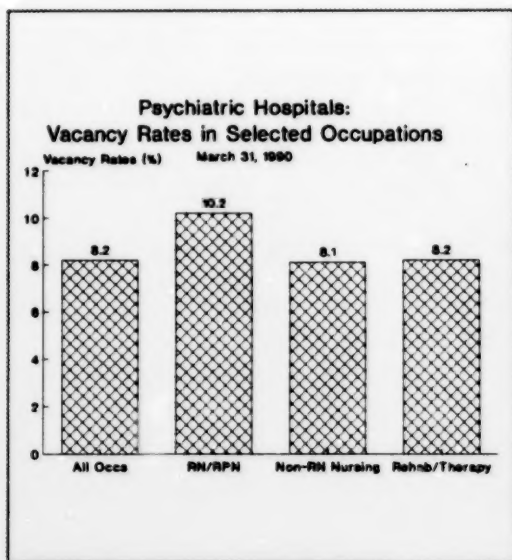
### 5.3 VACANCY RATES

- Psychiatric hospitals were the only employer group among hospitals and nursing homes that experienced a vacancy rate increase from 1989 to 1990. Within psychiatric hospitals, the number of vacant positions increased from 59 to 108 and the corresponding vacancy rate rose from 4.8 percent to 8.2 percent.

- RN/RPN personnel had one of the largest vacancy rate increases from 1989 (5.0%) to 1990 (10.2%).

- The vacancy rate for non-registered nursing personnel also showed a substantial increase from 2.7 percent (1989) to 8.1 percent (1990).

- The number of vacant positions for the rehabilitation occupations decreased slightly from 12 (1989) to 9 (1990).

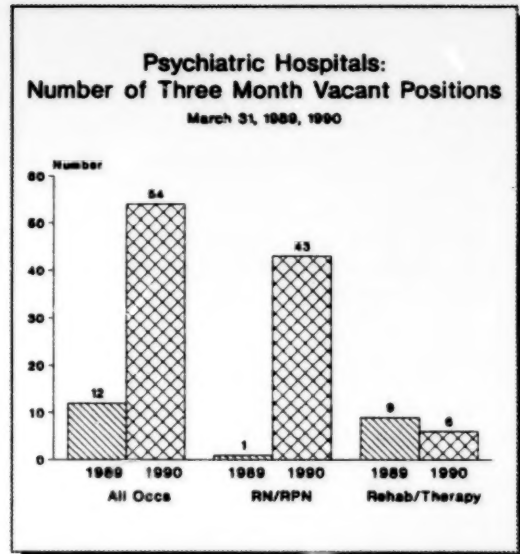


#### 5.4 THREE MONTH VACANCIES

• Next to nursing homes, psychiatric hospitals had one of the highest proportions three month vacancies in 1990. The number of positions vacant for three months or longer increased from 12 (1989) to 54 (1990). The percentage of vacant positions that were vacant for three months or longer increased from 19.5 percent (1989) to 49.8 percent (1990).

• RN/RPN personnel accounted for over one half (43) of the three month vacant positions reported in 1990. In all, 70.5 percent of the vacant positions for RN/RPN personnel were vacant for three months or longer.

• Occupational therapists also had a high percentage, 85.7, of three month or longer vacant positions in 1990.



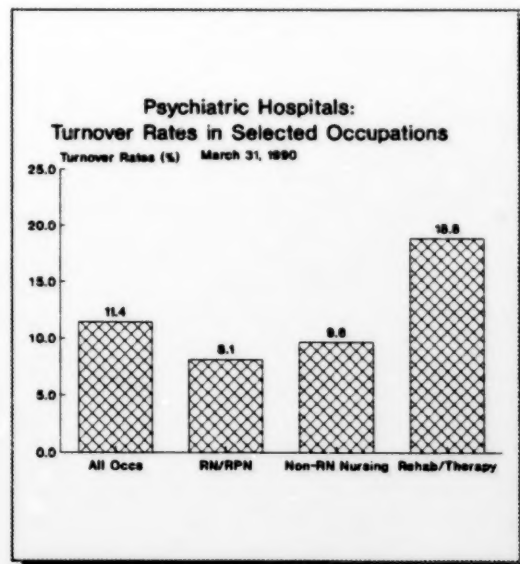
#### 5.5 TURNOVER RATES

• There was a small decline in the total turnover rate in psychiatric hospitals from 1989 (13.5%) to 1990 (11.4%).

• The turnover rate for RN/RPN personnel declined from 16.3 percent (1989) to 8.1 percent (1990).

• The turnover rate for non-registered nursing personnel increased slightly from 7.5 percent (1989) to 9.6 percent (1990).

• High 1990 turnover rates were seen for occupational therapists (45.1%) and social workers (34.1%).



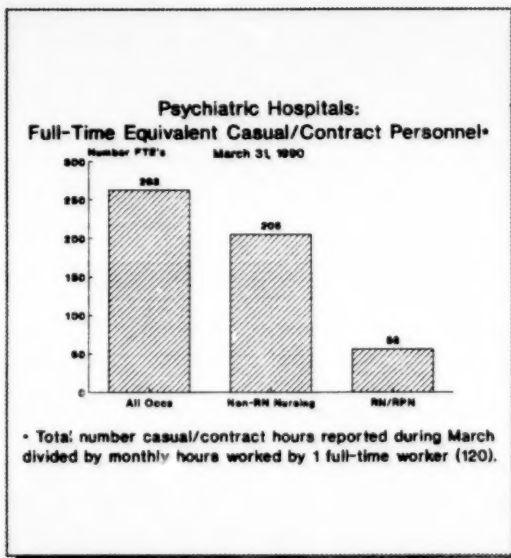
## 20 Psychiatric Hospitals

### 5.6 CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL

• The 1990 survey requested employers to report the number casual/contract personnel employed during the month of March, 1990. Psychiatric hospitals reported that a total of 379 casual/contract personnel were employed during March, 1990. The average monthly casual/contract hours worked was 83.4 hours.

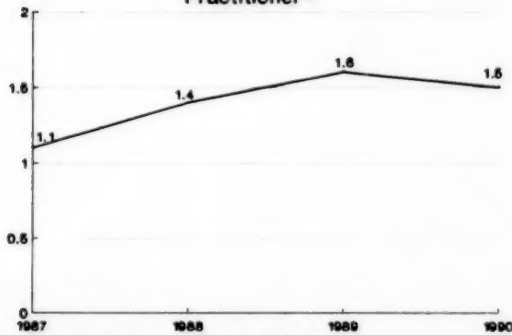
• Non-registered nursing personnel accounted for well over one half (253) of all the casual/contract personnel reported working during the month of March. The average monthly hours worked by this occupational group was quite high (97.2).

• There was a total of 121 RN/RPN personnel employed on a casual/contract basis during March. The average monthly hours worked by this occupational group was 55.1.



# Psychiatric Hospitals Yearly Workforce Data

Figure 1.  
Number of RN/RPN's to One Non-RN Nursing Practitioner\*



\* Casual personnel were not included.

Figure 2.  
Number of Permanent Personnel

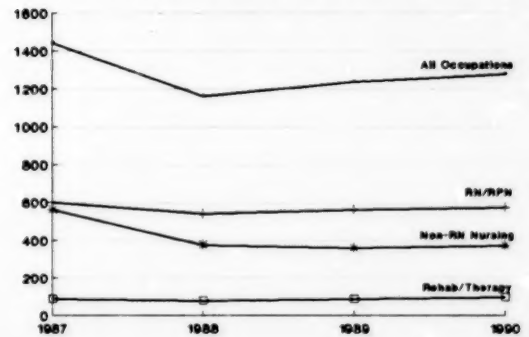


Figure 3.  
Vacancy Rates

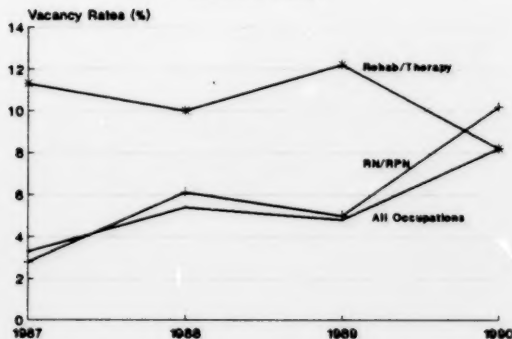
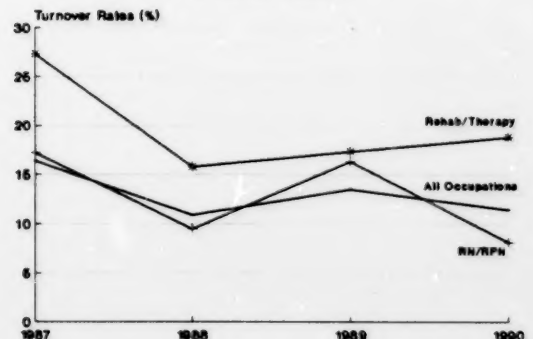


Figure 4.  
Turnover Rates



## 6. FURTHER INFORMATION

Questions regarding the methodology or the data supplied in this report can be addressed to the Alberta Health and Social Services Disciplines Committee. In addition, individuals or organizations may request supplemental information and analyses specific to their needs. It should be noted that the Alberta Health and Social Services Disciplines Committee is able to release information on aggregate data only; data on individual employers is confidential and may only be released to the reporting employer. For further information please contact:

Alberta Health and Social Services Disciplines Committee  
5th Floor, Kensington Place  
10011-109 Street  
EDMONTON, Alberta T5J 3S8

Telephone: (403)427-2655

## APPENDIX 1. METHODOLOGY

The Alberta Health and Social Services Disciplines Committee has conducted a mail-out survey of employers in the health and social service sector in the province since 1979. This particular report focuses on the surveys conducted from 1987 to 1990. These surveys were mailed during the month of March each year and were formatted into three main sections.

SECTION A collected information on full-time and part-time permanent personnel employed on March 31, full-time and part-time vacancies on March 31, and full-time and part-time resignations occurring during the year prior to March 31.

SECTION B requested information on casual, contract, temporary, and relief personnel. In 1987 and 1990, employers were asked to provide information on casual/contract personnel employed during the month of March. In 1988 and 1989, information on casual/contract personnel was requested for the whole year prior to March 31. Data on casual/contract personnel is not comparable from 1987 to 1990 and because of this, there has been no yearly trend analysis of casual/contract personnel.

SECTION C collected information on employer recruitment difficulties. Employers were requested to list the occupations for which they anticipated recruitment problems in the next year and the reasons for the anticipated staffing difficulty. In 1989 and 1990, a new question, which quantified recruitment difficulties in terms of vacant positions, was added to this section. This question asked employers whether any of the vacant positions reported in Section A had been vacant three months or longer while recruitment activities had been in progress.

Employers were instructed to apply the following definitions when completing the survey:

|                                                   |                                                                                                                                                                                                                               |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Personnel employed:                               | all individuals employed by your organization on a regular or part-time basis                                                                                                                                                 |
| Full-time:                                        | thirty hours or more per week                                                                                                                                                                                                 |
| Part-time:                                        | less than thirty hours per week                                                                                                                                                                                               |
| Vacancies:                                        | positions for which personnel are actively being recruited as of March 31.                                                                                                                                                    |
| Resignations:                                     | individuals who terminated employment during the one year period from April 1 to March 31. Do not include persons who have been promoted or transferred.                                                                      |
| Casual, Temporary, Contract, or Relief Personnel: | individuals who worked on-call, relief, or on a temporary basis and did not fill a regular full-time and/or part-time positions. These individuals were paid directly through your organization or through an outside agency. |

The present report summarizes the survey data provided by hospital and nursing home employers. The hospital sector in this report includes all facilities in the province which had acute care, auxiliary, nursing homes, or psychiatric bed designations. Personnel in multi-level facilities, where there was more than one type of bed designation, were counted under the appropriate acute care, auxiliary, or nursing home division of the facility. Psychiatric hospitals include Alberta Hospital Edmonton and Alberta Hospital Ponoka.<sup>1</sup>

The response rates from hospital and nursing home employers to the survey were excellent. In 1989 and 1990, 100 percent of hospital and nursing home employers responded to the survey. In 1988, all but one small acute care hospital (less than 25 beds) responded to the survey. A separate response rate figure for hospitals and nursing homes is not available for 1987. However, the high overall response rate for all hospital and non-hospital employers combined in 1987 (98.7%) indicates that the large majority of hospitals and nursing homes responded to the survey.

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<sup>1</sup> Staff employed on psychiatric wards in acute care facilities have been included under acute care hospitals.

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY ACUTE CARE HOSPITALS  
MARCH 31, 1990\*

|                                       | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|---------------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| ALL HEALTH/SOCIAL SERVICE OCCUPATIONS | 16,185              | 9,827               | 26,012          | 22,105        | 1,006                | 4.6              | 2,729            | 12.3              |
| Child/Youth Care Personnel            | 30                  | 11                  | 41              | 36            | 0                    | 0.0              | 6                | 16.9              |
| Hospital Child Care Workers           | 30                  | 11                  | 41              | 36            | 0                    | 0.0              | 6                | 16.9              |
| Dental Assistants                     | 9                   | 3                   | 12              | 11            | 0                    | 0.0              | 3                | 23.8              |
| Certified with Intra-oral training    | 9                   | 3                   | 12              | 11            | 0                    | 0.0              | 3                | 23.8              |
| Dietary Personnel                     | 1,234               | 1,225               | 2,459           | 1,915         | 68                   | 3.6              | 223              | 11.6              |
| Dietary Technologist                  | 126                 | 84                  | 210             | 172           | 4                    | 2.0              | 18               | 10.2              |
| Food Service Worker                   | 731                 | 994                 | 1,745           | 1,303         | 55                   | 4.2              | 159              | 12.2              |
| Dietitian                             | 145                 | 55                  | 200             | 178           | 6                    | 3.1              | 26               | 14.6              |
| Nutritionist                          | 1                   | 1                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |
| Other Dietary Personnel               | 211                 | 91                  | 302             | 261           | 5                    | 1.7              | 20               | 7.7               |
| Eye Care Personnel                    | 1                   | 3                   | 4               | 4             | 1                    | 28.6             | 0                | 0.0               |
| Orthoptists                           | 1                   | 3                   | 4               | 4             | 1                    | 28.6             | 0                | 0.0               |
| Health Records Personnel              | 451                 | 176                 | 627             | 559           | 20                   | 3.5              | 60               | 10.7              |
| Health/Medical Records Adm./Librarian | 93                  | 12                  | 105             | 108           | 9                    | 8.3              | 13               | 12.0              |
| Health/Medical Record Tech.           | 193                 | 83                  | 276             | 239           | 5                    | 1.9              | 21               | 8.8               |
| Medical Dicta-Typist/Transcriptionist | 127                 | 58                  | 185             | 162           | 6                    | 3.7              | 23               | 14.2              |
| Other Health Care Records Personnel   | 38                  | 23                  | 61              | 50            | 0                    | 0.0              | 3                | 5.1               |
| Lab/X-Ray/Diag/Therapeutic Personnel  | 2,592               | 864                 | 3,456           | 3,117         | 93                   | 3.0              | 300              | 9.6               |
| Combined Lab/X-Ray Tech.              | 82                  | 94                  | 176             | 132           | 3                    | 2.3              | 16               | 12.1              |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY ACUTE CARE HOSPITALS  
MARCH 31, 1990\*

| Lab/X-Ray/Diag/Therapeutic Personnel | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|--------------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Medical Lab. Scientist               | 39                  | 1                   | 40              | 41            | 1                    | 2.5              | 4                | 8.6               |
| Medical Lab. Tech.                   | 1,157               | 337                 | 1,494           | 1,357         | 31                   | 2.3              | 121              | 8.9               |
| Medical Lab. Asst./Aide              | 207                 | 92                  | 299             | 264           | 11                   | 4.0              | 28               | 10.4              |
| Electroencephalographic (EEG) Tech.  | 25                  | 15                  | 40              | 33            | 1                    | 1.5              | 5                | 13.6              |
| Respiratory Therapist                | 313                 | 86                  | 399             | 377           | 21                   | 5.6              | 45               | 11.8              |
| Electrocardiographic (ECG/EKG) Tech. | 75                  | 13                  | 88              | 83            | 1                    | 1.2              | 6                | 7.3               |
| Dialysis Tech.                       | 16                  | 0                   | 16              | 16            | 0                    | 0.0              | 0                | 0.0               |
| Orthopaedic Asst./Tech.              | 22                  | 3                   | 25              | 24            | 0                    | 0.0              | 0                | 0.0               |
| Medical Radiation Tech.              | 402                 | 178                 | 580             | 503           | 12                   | 2.4              | 50               | 9.8               |
| Nuclear Medicine Tech.               | 60                  | 11                  | 71              | 68            | 2                    | 3.0              | 8                | 11.1              |
| Radiation Oncology Tech.             | 42                  | 11                  | 53              | 50            | 3                    | 5.0              | 7                | 13.0              |
| Diagnostic Medical Sonographers      | 86                  | 11                  | 97              | 95            | 3                    | 3.2              | 10               | 10.6              |
| Other Lab./X-Ray Personnel           | 66                  | 12                  | 78              | 77            | 5                    | 6.5              | 4                | 4.5               |
| Total                                | 7,882               | 5,334               | 13,216          | 11,115        | 566                  | 5.1              | 1,475            | 13.3              |
| Registered Nursing Personnel         | 878                 | 515                 | 1,393           | 1,226         | 90                   | 7.3              | 143              | 11.7              |
| Intensive Care Unit                  | 434                 | 291                 | 725             | 592           | 12                   | 2.0              | 76               | 12.8              |
| Operating Room                       | 83                  | 90                  | 173             | 130           | 2                    | 1.5              | 5                | 3.8               |
| Recovery Room                        | 36                  | 51                  | 87              | 64            | 3                    | 3.9              | 4                | 6.2               |
| Intravenous Therapy                  | 2,373               | 2,021               | 4,394           | 3,582         | 199                  | 5.5              | 621              | 17.3              |
| Medical/Surgical                     | 358                 | 310                 | 668             | 531           | 18                   | 3.4              | 56               | 10.5              |
| Maternal/Child                       |                     |                     |                 |               |                      |                  |                  |                   |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY ACUTE CARE HOSPITALS  
MARCH 31, 1990\*

|                              |                               | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|------------------------------|-------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Registered Nursing Personnel | Emergency Room                | 303                 | 310                 | 613             | 476           | 18                   | 3.7              | 82               | 17.2              |
|                              | Psychiatric Ward              | 270                 | 178                 | 448             | 379           | 20                   | 5.2              | 74               | 19.6              |
|                              | Pediatrics                    | 332                 | 255                 | 587             | 482           | 23                   | 4.7              | 77               | 16.0              |
|                              | Nursing Education             | 532                 | 99                  | 631             | 599           | 17                   | 2.8              | 47               | 7.8               |
|                              | Administration                | 1,190               | 171                 | 1,361           | 1,338         | 62                   | 4.6              | 124              | 9.2               |
|                              | RN - Other                    | 148                 | 122                 | 270             | 218           | 9                    | 4.1              | 14               | 6.4               |
|                              | Occupational/Staff Health     | 21                  | 11                  | 32              | 27            | 0                    | 0.0              | 3                | 11.3              |
|                              | Labor Delivery/Recovery Suite | 190                 | 177                 | 367             | 285           | 7                    | 2.3              | 29               | 10.2              |
|                              | Short Stay Unit               | 92                  | 57                  | 149             | 131           | 10                   | 7.7              | 6                | 4.6               |
|                              | Long Term Care/Rehabilitation | 218                 | 186                 | 404             | 348           | 37                   | 10.5             | 42               | 12.1              |
|                              | Out-Patient Services          | 193                 | 174                 | 367             | 294           | 14                   | 4.8              | 19               | 6.3               |
|                              | General Duty                  | 231                 | 316                 | 547             | 418           | 29                   | 6.8              | 56               | 13.3              |
|                              | Total                         | 2,097               | 1,627               | 3,724           | 3,012         | 102                  | 3.4              | 348              | 11.5              |
| Non-RN Nursing Personnel     | Graduate Nurse                | 27                  | 9                   | 36              | 32            | 0                    | 0.0              | 7                | 20.6              |
|                              | Registered Psychiatric Nurse  | 132                 | 92                  | 224             | 181           | 3                    | 1.7              | 37               | 20.4              |
|                              | Licensed Practical Nurse      | 1,404               | 1,147               | 2,551           | 2,032         | 54                   | 2.7              | 199              | 9.8               |
|                              | Operating Room Tech.          | 59                  | 40                  | 99              | 84            | 5                    | 6.0              | 7                | 8.3               |
|                              | Other Nursing Staff           | 271                 | 241                 | 512             | 411           | 19                   | 4.6              | 56               | 13.6              |
|                              | Porter                        | 204                 | 98                  | 302             | 274           | 21                   | 7.5              | 42               | 15.4              |
|                              | Total                         | 463                 | 154                 | 617             | 562           | 22                   | 3.8              | 62               | 11.0              |
|                              | Pharmacist                    | 253                 | 89                  | 342             | 312           | 14                   | 4.5              | 36               | 11.6              |
|                              | Pharmacy Asst./Tech.          | 180                 | 61                  | 241             | 217           | 7                    | 3.0              | 25               | 11.5              |
|                              | Pharmaceutical Personnel      |                     |                     |                 |               |                      |                  |                  |                   |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY ACUTE CARE HOSPITALS  
MARCH 31, 1990\*

|                                          |                                          | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|------------------------------------------|------------------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Pharmaceutical Personnel                 | Other Pharmaceutical Personnel           | 30                  | 4                   | 34              | 33            | 1                    | 3.0              | 1                | 1.5               |
|                                          | Total                                    | 132                 | 25                  | 157             | 150           | 6                    | 3.7              | 20               | 13.3              |
| Psychological Personnel                  | Psychologist                             | 112                 | 23                  | 135             | 129           | 6                    | 4.3              | 11               | 8.5               |
|                                          | Psychological Asst.                      | 7                   | 1                   | 8               | 8             | 0                    | 0.0              | 4                | 53.3              |
| Other                                    | Psych./Social/Counselor/Therapist        | 13                  | 1                   | 14              | 14            | 0                    | 0.0              | 5                | 37.0              |
|                                          | Total                                    | 882                 | 322                 | 1,204           | 1,159         | 116                  | 10.0             | 195              | 16.8              |
| Rehabilitation Therapy Personnel         | Occupational Therapist                   | 186                 | 65                  | 251             | 258           | 39                   | 15.1             | 56               | 21.7              |
|                                          | Occupational Therapy Asst./Aide          | 28                  | 9                   | 37              | 34            | 1                    | 3.0              | 2                | 6.0               |
|                                          | Physical Therapist                       | 324                 | 126                 | 450             | 446           | 59                   | 13.1             | 82               | 18.3              |
|                                          | Other Physical Therapy Personnel         | 69                  | 33                  | 102             | 89            | 4                    | 3.9              | 11               | 12.4              |
|                                          | Speech Pathologist/Therapist             | 79                  | 30                  | 109             | 98            | 4                    | 3.6              | 18               | 17.9              |
|                                          | Speech Pathologist Asst./Aide            | 6                   | 2                   | 8               | 7             | 0                    | 0.0              | 0                | 0.0               |
|                                          | Clinical Audiologist                     | 19                  | 7                   | 26              | 23            | 0                    | 0.0              | 1                | 4.4               |
|                                          | Audiometric Tech.                        | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                          | Recreational Therapy Asst./Aide          | 35                  | 13                  | 48              | 45            | 3                    | 6.7              | 8                | 18.0              |
|                                          | Prosthetist/Orthotist                    | 12                  | 0                   | 12              | 12            | 0                    | 0.0              | 4                | 33.3              |
| Prosthetic and Orthotic Clinicians/Techs | Prosthetic and Orthotic Clinicians/Techs | 18                  | 0                   | 18              | 18            | 0                    | 0.0              | 0                | 0.0               |
|                                          | Remedial Gymnast                         | 2                   | 0                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 2. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY ACUTE CARE HOSPITALS  
MARCH 31, 1990\*

|                                        |                                         | FULL-TIME<br>PERSONNEL | PART-TIME<br>PERSONNEL | TOTAL<br>PERSONNEL | FTE<br>POSITIONS | FTE VACANT<br>POSITIONS | VACANCY<br>RATE (%) | FTE<br>RESIGNATIONS | TURNOVER<br>RATE (%) |
|----------------------------------------|-----------------------------------------|------------------------|------------------------|--------------------|------------------|-------------------------|---------------------|---------------------|----------------------|
| Rehabilitation Therapy<br>Personnel    | Recreational Therapist                  | 54                     | 26                     | 80                 | 71               | 4                       | 5.6                 | 7                   | 9.9                  |
|                                        | Rehabilitation Aide                     | 4                      | 3                      | 7                  | 6                | 0                       | 0.0                 | 0                   | 0.0                  |
|                                        | Other Rehabilitation<br>Personnel       | 45                     | 8                      | 53                 | 52               | 3                       | 5.8                 | 7                   | 12.5                 |
| Social Service Personnel               | Total                                   | 2                      | 1                      | 3                  | 3                | 0                       | 0.0                 | 1                   | 20.0                 |
|                                        | Social Service Aide                     | 0                      | 1                      | 1                  | 1                | 0                       | 0.0                 | 1                   | 100.0                |
|                                        | Alcoholism/Addiction<br>Counselor       | 2                      | 0                      | 2                  | 2                | 0                       | 0.0                 | 0                   | 0.0                  |
| Social Work Personnel                  | Total                                   | 211                    | 42                     | 253                | 243              | 11                      | 4.3                 | 21                  | 8.7                  |
|                                        | Master's of Social Work                 | 101                    | 23                     | 124                | 121              | 9                       | 7.0                 | 9                   | 7.0                  |
|                                        | Related Master's Degree                 | 7                      | 2                      | 9                  | 8                | 0                       | 0.0                 | 1                   | 6.2                  |
|                                        | Bachelor's of Social Work               | 90                     | 16                     | 106                | 100              | 2                       | 2.0                 | 11                  | 10.5                 |
|                                        | Unrelated Master's/Bachelor's<br>Degree | 4                      | 0                      | 4                  | 4                | 0                       | 0.0                 | 0                   | 0.0                  |
|                                        | Other Social Worker                     | 8                      | 0                      | 8                  | 8                | 0                       | 0.0                 | 0                   | 0.0                  |
| Other Health Care/Service<br>Personnel | Social Services Diploma                 | 1                      | 1                      | 2                  | 2                | 0                       | 0.0                 | 2                   | 100.0                |
|                                        | Total                                   | 199                    | 40                     | 239                | 224              | 5                       | 2.0                 | 19                  | 8.3                  |
|                                        | Other Health and Social<br>Service      | 199                    | 40                     | 239                | 224              | 5                       | 2.0                 | 19                  | 8.3                  |

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY AUXILIARY HOSPITALS  
MARCH 31, 1990\*

| ALL HEALTH/SOCIAL SERVICE OCCUPATIONS |                                       | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|---------------------------------------|---------------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Dietary Personnel                     | Total                                 | 2,828               | 2,832               | 5,660           | 4,381         | 137                  | 3.1              | 482              | 11.0              |
|                                       | Dietary Technologist                  | 281                 | 342                 | 623             | 458           | 6                    | 1.2              | 40               | 8.7               |
|                                       | Food Service Worker                   | 26                  | 15                  | 41              | 34            | 0                    | 0.0              | 3                | 9.0               |
|                                       | Dietitian                             | 205                 | 289                 | 494             | 355           | 6                    | 1.5              | 32               | 8.9               |
|                                       | Nutritionist                          | 12                  | 12                  | 24              | 18            | 0                    | 0.0              | 4                | 22.2              |
|                                       | Other Dietary Personnel               | 0                   | 1                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Total                                 | 38                  | 25                  | 63              | 51            | 0                    | 0.0              | 2                | 3.0               |
| Health Records Personnel              | Total                                 | 24                  | 8                   | 32              | 29            | 1                    | 3.4              | 0                | 0.0               |
|                                       | Health/Medical Records Adm./Librarian | 11                  | 3                   | 14              | 14            | 1                    | 7.4              | 0                | 0.0               |
|                                       | Health/Medical Record Tech.           | 9                   | 5                   | 14              | 12            | 0                    | 0.0              | 0                | 0.0               |
|                                       | Medical Dicta-Typist/Transcriptionist | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Other Health Care Records Personnel   | 3                   | 0                   | 3               | 3             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Total                                 | 49                  | 24                  | 73              | 63            | 2                    | 3.2              | 7                | 10.3              |
|                                       | Combined Lab/X-Ray Tech.              | 0                   | 3                   | 3               | 2             | 0                    | 0.0              | 0                | 0.0               |
| Lab/X-Ray/Diag/Therapeutic Personnel  | Medical Lab. Tech.                    | 15                  | 9                   | 24              | 21            | 1                    | 4.9              | 3                | 12.2              |
|                                       | Medical Lab. Asst./Aide               | 5                   | 1                   | 6               | 6             | 0                    | 0.0              | 2                | 36.4              |
|                                       | Respiratory Therapist                 | 8                   | 3                   | 11              | 10            | 0                    | 0.0              | 2                | 15.8              |
|                                       | Medical Radiation Tech.               | 18                  | 7                   | 25              | 23            | 1                    | 4.4              | 1                | 2.2               |
|                                       | Other Lab./X-Ray Personnel            | 3                   | 1                   | 4               | 4             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Total                                 | 559                 | 642                 | 1,201           | 923           | 43                   | 4.6              | 102              | 11.0              |
|                                       | Registered Nursing Personnel          |                     |                     |                 |               |                      |                  |                  |                   |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY AUXILIARY HOSPITALS  
MARCH 31, 1990\*

|                                  |                                 | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|----------------------------------|---------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Registered Nursing Personnel     | Medical/Surgical                | 3                   | 3                   | 6               | 5             | 0                    | 0.0              | 1                | 11.1              |
|                                  | Nursing Education               | 21                  | 13                  | 34              | 29            | 1                    | 3.5              | 5                | 17.5              |
|                                  | Administration                  | 157                 | 24                  | 181             | 169           | 0                    | 0.0              | 9                | 5.0               |
|                                  | RN - Other                      | 2                   | 0                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Long Term Care/Rehabilitation   | 341                 | 544                 | 885             | 647           | 34                   | 5.2              | 78               | 12.0              |
| Non-RN Nursing Personnel         | General Duty                    | 35                  | 58                  | 93              | 72            | 8                    | 11.1             | 10               | 13.9              |
|                                  | Total                           | 1,549               | 1,654               | 3,203           | 2,443         | 67                   | 2.7              | 288              | 11.8              |
|                                  | Graduate Nurse                  | 19                  | 7                   | 26              | 23            | 0                    | 0.0              | 2                | 6.7               |
|                                  | Registered Psychiatric Nurse    | 1                   | 1                   | 2               | 2             | 0                    | 0.0              | 1                | 66.7              |
|                                  | Licensed Practical Nurse        | 815                 | 791                 | 1,606           | 1,263         | 53                   | 4.2              | 163              | 12.9              |
| Pharmaceutical Personnel         | Other Nursing Staff             | 686                 | 848                 | 1,534           | 1,121         | 11                   | 0.9              | 118              | 10.5              |
|                                  | Porter                          | 28                  | 7                   | 35              | 36            | 4                    | 11.3             | 5                | 12.7              |
|                                  | Total                           | 47                  | 20                  | 67              | 58            | 1                    | 1.7              | 4                | 6.9               |
|                                  | Pharmacist                      | 27                  | 14                  | 41              | 35            | 1                    | 2.9              | 3                | 7.1               |
|                                  | Pharmacy Asst./Tech.            | 18                  | 5                   | 23              | 21            | 0                    | 0.0              | 2                | 7.3               |
| Psychological Personnel          | Other Pharmaceutical Personnel  | 2                   | 1                   | 3               | 3             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Total                           | 3                   | 0                   | 3               | 3             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Psychologist                    | 3                   | 0                   | 3               | 3             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Total                           | 300                 | 136                 | 436             | 385           | 17                   | 4.3              | 41               | 10.5              |
|                                  | Occupational Therapist          | 47                  | 16                  | 63              | 60            | 5                    | 7.6              | 9                | 14.3              |
| Rehabilitation Therapy Personnel | Occupational Therapy Asst./Aide | 13                  | 6                   | 19              | 16            | 0                    | 0.0              | 4                | 21.9              |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 3. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY AUXILIARY HOSPITALS  
MARCH 31, 1990\*

|                                         | FULL-TIME PERSONNEL                 | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|-----------------------------------------|-------------------------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Rehabilitation Therapy Personnel        | Physical Therapist                  | 46                  | 36              | 82            | 72                   | 8                | 11.1             | 7                 |
|                                         | Other Physical Therapy Personnel    | 28                  | 13              | 41            | 35                   | 0                | 0.0              | 3                 |
|                                         | Speech Pathologist/Therapist        | 5                   | 0               | 5             | 6                    | 1                | 16.7             | 1                 |
|                                         | Recreational Therapy Asst./Aide     | 53                  | 38              | 91            | 74                   | 2                | 2.0              | 9                 |
|                                         | Rehabilitation Practitioner         | 9                   | 0               | 9             | 9                    | 0                | 0.0              | 0                 |
|                                         | Recreational Therapist              | 70                  | 10              | 80            | 76                   | 1                | 1.3              | 7                 |
|                                         | Rehabilitation Aide                 | 21                  | 13              | 34            | 28                   | 1                | 1.8              | 0                 |
|                                         | Other Rehabilitation Personnel      | 8                   | 4               | 12            | 10                   | 0                | 0.0              | 2                 |
|                                         | Total                               | 15                  | 2               | 17            | 16                   | 0                | 0.0              | 1                 |
|                                         | Master's of Social Work             | 5                   | 0               | 5             | 5                    | 0                | 0.0              | 0                 |
| Social Work Personnel                   | Related Master's Degree             | 3                   | 0               | 3             | 3                    | 0                | 0.0              | 0                 |
|                                         | Bachelor's of Social Work           | 7                   | 2               | 9             | 8                    | 0                | 0.0              | 1                 |
|                                         | Total                               | 1                   | 0               | 1             | 1                    | 0                | 0.0              | 0                 |
|                                         | Administrative Support (Clerical)   | 1                   | 0               | 1             | 1                    | 0                | 0.0              | 0                 |
| Program Administration/Clerical Support | Total                               | 0                   | 4               | 4             | 3                    | 1                | 33.3             | 1                 |
|                                         | Other Health Care/Service Personnel | 0                   | 4               | 4             | 3                    | 1                | 33.3             | 1                 |
|                                         | Other Health and Social Service     | 0                   | 4               | 4             | 3                    | 1                | 33.3             | 1                 |

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY NURSING HOMES  
MARCH 31, 1990\*

| ALL HEALTH/SOCIAL SERVICE OCCUPATIONS |                                       | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|---------------------------------------|---------------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Dietary Personnel                     | Total                                 | 2,260               | 2,585               | 4,845           | 3,641         | 89                   | 2.4              | 729              | 20.0              |
|                                       | Dietary Technologist                  | 397                 | 484                 | 881             | 643           | 4                    | 0.6              | 106              | 16.5              |
|                                       | Food Service Worker                   | 28                  | 10                  | 38              | 34            | 1                    | 2.9              | 7                | 19.1              |
|                                       | Dietitian                             | 329                 | 419                 | 748             | 542           | 3                    | 0.6              | 94               | 17.4              |
|                                       | Nutritionist                          | 16                  | 40                  | 56              | 36            | 0                    | 0.0              | 2                | 4.2               |
|                                       | Other Dietary Personnel               | 0                   | 1                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
| Health Records Personnel              | Total                                 | 24                  | 14                  | 38              | 31            | 0                    | 0.0              | 4                | 12.9              |
|                                       | Health/Medical Records Adm./Librarian | 5                   | 5                   | 10              | 8             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Health/Medical Record Tech.           | 3                   | 3                   | 6               | 5             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Other Health Care Records Personnel   | 1                   | 2                   | 3               | 2             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Total                                 | 36                  | 60                  | 96              | 68            | 2                    | 2.2              | 10               | 14.8              |
|                                       | Personal Care Attendants              | 36                  | 60                  | 96              | 68            | 2                    | 2.2              | 10               | 14.8              |
| Lab/X-Ray/Diag/Therapeutic Personnel  | Total                                 | 2                   | 9                   | 11              | 7             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Medical Lab. Tech.                    | 2                   | 8                   | 10              | 6             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Other Lab./X-Ray Personnel            | 0                   | 1                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Total                                 | 328                 | 503                 | 831             | 625           | 46                   | 7.3              | 94               | 15.0              |
| Registered Nursing Personnel          | Nursing Education                     | 35                  | 26                  | 61              | 49            | 1                    | 1.0              | 8                | 15.5              |
|                                       | Administration                        | 89                  | 21                  | 110             | 100           | 0                    | 0.0              | 7                | 6.5               |
|                                       | RN - Other                            | 2                   | 7                   | 9               | 6             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Long Term Care/Rehabilitation         | 188                 | 418                 | 606             | 436           | 39                   | 8.8              | 75               | 17.1              |

(CONTINUED)

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY NURSING HOMES  
MARCH 31, 1990\*

|                                  |                                  | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|----------------------------------|----------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Registered Nursing Personnel     | General Duty                     | 14                  | 31                  | 45              | 36            | 7                    | 18.1             | 5                | 13.9              |
| Non-RN Nursing Personnel         | Total                            | 1,265               | 1,339               | 2,604           | 1,947         | 13                   | 0.6              | 447              | 23.0              |
|                                  | Graduate Nurse                   | 35                  | 39                  | 74              | 55            | 0                    | 0.0              | 43               | 78.9              |
|                                  | Registered Psychiatric Nurse     | 5                   | 15                  | 20              | 13            | 1                    | 3.8              | 2                | 15.4              |
|                                  | Licensed Practical Nurse         | 127                 | 131                 | 258             | 196           | 4                    | 1.8              | 23               | 11.5              |
|                                  | Other Nursing Staff              | 1,094               | 1,150               | 2,244           | 1,678         | 9                    | 0.5              | 380              | 22.6              |
|                                  | Porter                           | 4                   | 4                   | 8               | 6             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Total                            | 1                   | 2                   | 3               | 2             | 0                    | 0.0              | 0                | 0.0               |
| Pharmaceutical Personnel         | Pharmacist                       | 0                   | 2                   | 2               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Pharmacy Asst./Tech.             | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                  | Total                            | 220                 | 174                 | 394             | 332           | 25                   | 7.5              | 69               | 20.8              |
| Rehabilitation Therapy Personnel | Occupational Therapist           | 7                   | 24                  | 31              | 28            | 9                    | 32.1             | 6                | 21.4              |
|                                  | Occupational Therapy Asst./Aide  | 3                   | 7                   | 10              | 7             | 1                    | 7.1              | 2                | 21.4              |
|                                  | Physical Therapist               | 14                  | 30                  | 44              | 43            | 14                   | 32.6             | 6                | 12.8              |
|                                  | Other Physical Therapy Personnel | 7                   | 19                  | 26              | 17            | 0                    | 0.0              | 4                | 24.2              |
|                                  | Recreational Therapy Asst./Aide  | 119                 | 72                  | 191             | 157           | 2                    | 1.0              | 36               | 23.0              |
|                                  | Recreational Therapist           | 64                  | 19                  | 83              | 74            | 0                    | 0.0              | 13               | 17.7              |
|                                  | Rehabilitation Aide              | 3                   | 3                   | 6               | 5             | 0                    | 0.0              | 3                | 66.7              |
|                                  | Other Rehabilitation Personnel   | 3                   | 0                   | 3               | 3             | 0                    | 0.0              | 0                | 0.0               |
| Social Work Personnel            | Total                            | 1                   | 3                   | 4               | 3             | 0                    | 0.0              | 1                | 40.0              |

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\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 4. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY NURSING HOMES  
MARCH 31, 1990\*

|                                        |                                    | FULL-TIME<br>PERSONNEL | PART-TIME<br>PERSONNEL | TOTAL<br>PERSONNEL | FTE<br>POSITIONS | FTE VACANT<br>POSITIONS | VACANCY<br>RATE (%) | FTE<br>RESIGNATIONS | TURNOVER<br>RATE (%) |
|----------------------------------------|------------------------------------|------------------------|------------------------|--------------------|------------------|-------------------------|---------------------|---------------------|----------------------|
| Social Work Personnel                  | Bachelor's of Social Work          | 1                      | 3                      | 4                  | 3                | 0                       | 0.0                 | 1                   | 40.0                 |
|                                        | Total                              | 4                      | 1                      | 5                  | 5                | 0                       | 0.0                 | 1                   | 22.2                 |
|                                        | Program Administrator              | 4                      | 1                      | 5                  | 5                | 0                       | 0.0                 | 1                   | 22.2                 |
| Other Health Care/Service<br>Personnel | Total                              | 1                      | 5                      | 6                  | 4                | 0                       | 0.0                 | 2                   | 42.9                 |
|                                        | Other Health and Social<br>Service | 1                      | 5                      | 6                  | 4                | 0                       | 0.0                 | 2                   | 42.9                 |

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

APPENDIX 5. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY PSYCHIATRIC HOSPITALS  
MARCH 31, 1990\*\*

| ALL HEALTH/SOCIAL SERVICE OCCUPATIONS |                                       | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|---------------------------------------|---------------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Dental Assistants                     | Total                                 | 1,126               | 151                 | 1,277           | 1,309         | 108                  | 8.2              | 149              | 11.4              |
|                                       | Certified with intra-oral training    | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
| Dietary Personnel                     | Total                                 | 74                  | 40                  | 114             | 94            | 0                    | 0.0              | 15               | 15.4              |
|                                       | Dietary Technologist                  | 7                   | 1                   | 8               | 8             | 0                    | 0.0              | 1                | 13.3              |
|                                       | Food Service Worker                   | 46                  | 38                  | 84              | 65            | 0                    | 0.0              | 8                | 11.5              |
|                                       | Dietitian                             | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Other Dietary Personnel               | 20                  | 1                   | 21              | 21            | 0                    | 0.0              | 6                | 29.3              |
|                                       | Total                                 | 13                  | 0                   | 13              | 13            | 0                    | 0.0              | 3                | 19.2              |
| Health Records Personnel              | Health/Medical Records Adm./Librarian | 3                   | 0                   | 3               | 3             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Health/Medical Record Tech.           | 2                   | 0                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Medical Dicta-Typist/Transcriptionist | 3                   | 0                   | 3               | 3             | 0                    | 0.0              | 3                | 83.3              |
|                                       | Other Health Care Records Personnel   | 5                   | 0                   | 5               | 5             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Total                                 | 17                  | 0                   | 17              | 19            | 2                    | 10.5             | 3                | 15.8              |
| Lab/X-Ray/Diag/Therapeutic Personnel  | Combined Lab/X-Ray Tech.              | 1                   | 0                   | 1               | 2             | 1                    | 50.0             | 1                | 50.0              |
|                                       | Medical Lab. Tech.                    | 5                   | 0                   | 5               | 5             | 0                    | 0.0              | 1                | 20.0              |
|                                       | Electroencephalographic (EEG) Tech.   | 2                   | 0                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |
|                                       | Medical Radiation Tech.               | 4                   | 0                   | 4               | 4             | 0                    | 0.0              | 1                | 25.0              |

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\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.  
\*\* Alberta Hospital Ponoka was unable to provide separate occupational data for registered nurses and registered psychiatric nurses. For this reason, data on these two occupations has been collapsed into one RN/RPN category.

APPENDIX 5. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY PSYCHIATRIC HOSPITALS  
MARCH 31, 1990\*\*

|                                   | Lab/X-Ray/Diag/Therapeutic Personnel | Other Lab./X-Ray Personnel | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|-----------------------------------|--------------------------------------|----------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Nursing Personnel (RN and Non-RN) |                                      |                            | 5                   | 0                   | 5               | 6             | 1                    | 16.7             | 0                | 0.0               |
|                                   | Total                                |                            | 840                 | 105                 | 945             | 985           | 92                   | 9.3              | 86               | 8.7               |
| Pharmaceutical Personnel          |                                      |                            | 496                 | 78                  | 574             | 596           | 61                   | 10.2             | 48               | 8.1               |
|                                   | Total                                |                            | 344                 | 27                  | 371             | 389           | 32                   | 8.1              | 38               | 9.6               |
| Psychological Personnel           |                                      |                            | 13                  | 0                   | 13              | 13            | 0                    | 0.0              | 4                | 30.8              |
|                                   | Total                                |                            | 7                   | 0                   | 7               | 7             | 0                    | 0.0              | 2                | 28.6              |
| Rehabilitation Therapy Personnel  |                                      |                            | 6                   | 0                   | 6               | 6             | 0                    | 0.0              | 2                | 33.3              |
|                                   | Total                                |                            | 32                  | 1                   | 33              | 36            | 3                    | 8.5              | 5                | 14.1              |
|                                   |                                      |                            | 27                  | 0                   | 27              | 30            | 3                    | 10.0             | 5                | 16.7              |
|                                   | Total                                |                            | 5                   | 1                   | 6               | 6             | 0                    | 0.0              | 0                | 0.0               |
|                                   |                                      |                            | 95                  | 1                   | 96              | 104           | 9                    | 8.2              | 20               | 18.8              |
|                                   | Total                                |                            | 18                  | 1                   | 19              | 26            | 7                    | 27.5             | 12               | 45.1              |
|                                   |                                      |                            | 18                  | 0                   | 18              | 18            | 0                    | 0.0              | 2                | 11.1              |
|                                   | Total                                |                            | 4                   | 0                   | 4               | 6             | 2                    | 27.3             | 2                | 36.4              |
|                                   |                                      |                            | 2                   | 0                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |
|                                   | Total                                |                            | 2                   | 0                   | 2               | 2             | 0                    | 0.0              | 0                | 0.0               |
|                                   |                                      |                            | 13                  | 0                   | 13              | 13            | 0                    | 0.0              | 0                | 0.0               |
|                                   | Total                                |                            | 5                   | 0                   | 5               | 5             | 0                    | 0.0              | 1                | 20.0              |
|                                   |                                      |                            | 21                  | 0                   | 21              | 21            | 0                    | 0.0              | 2                | 9.5               |
|                                   | Total                                |                            |                     |                     |                 |               |                      |                  |                  |                   |

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\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.  
\*\* Alberta Hospital Ponoka was unable to provide separate occupational data for registered nurses and registered psychiatric nurses. For this reason, data on these two occupations has been collapsed into one RN/RPN category.

APPENDIX 5. HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY PSYCHIATRIC HOSPITALS  
MARCH 31, 1990\*\*

|                                  | FULL-TIME PERSONNEL | PART-TIME PERSONNEL | TOTAL PERSONNEL | FTE POSITIONS | FTE VACANT POSITIONS | VACANCY RATE (%) | FTE RESIGNATIONS | TURNOVER RATE (%) |
|----------------------------------|---------------------|---------------------|-----------------|---------------|----------------------|------------------|------------------|-------------------|
| Rehabilitation Therapy Personnel |                     |                     |                 |               |                      |                  |                  |                   |
| Rehabilitation Aide              | 8                   | 0                   | 8               | 8             | 0                    | 0.0              | 1                | 12.5              |
| Other Rehabilitation Personnel   | 4                   | 0                   | 4               | 4             | 0                    | 0.0              | 0                | 0.0               |
| Social Service Personnel         |                     |                     |                 |               |                      |                  |                  |                   |
| Total                            | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
| Life Skills Coach                | 1                   | 0                   | 1               | 1             | 0                    | 0.0              | 0                | 0.0               |
| Social Work Personnel            |                     |                     |                 |               |                      |                  |                  |                   |
| Total                            | 40                  | 4                   | 44              | 44            | 2                    | 4.5              | 15               | 34.1              |
| Master's of Social Work          | 15                  | 0                   | 15              | 17            | 2                    | 11.8             | 5                | 29.4              |
| Bachelor's of Social Work        | 25                  | 4                   | 29              | 27            | 0                    | 0.0              | 10               | 37.0              |

\* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 6.

\*\* Alberta Hospital Ponoka was unable to provide separate occupational data for registered nurses and registered psychiatric nurses. For this reason, data on these two occupations has been collapsed into one RN/RPN category.

## APPENDIX 6. DEFINITION OF TERMS

## 1. Full-time Equivalent Positions (FTE's):

$$\text{FTE's} = \frac{[\text{full-time} + (\text{part-time}/2)] \text{ number of personnel} + [\text{full-time} + (\text{part-time}/2)] \text{ number of vacancies}}{[\text{full-time} + (\text{part-time}/2)] \text{ number of vacancies}}$$

## 2. Full-time Equivalent Vacancies (FTE vacant positions):

$$\text{FTE vacant positions} = [\text{full-time} + (\text{part-time}/2)] \text{ number of vacancies}$$

## 3. Vacancy Rate:

$$\text{Vacancy Rate} = \frac{\text{full-time equivalent vacant positions}}{\text{full-time equivalent positions}} \times 100$$

## 4. Full-time Equivalent Resignations (FTE resignations):

$$\text{FTE resignations} = [\text{full-time} + (\text{part-time}/2)] \text{ number of resignations}$$

## 5. Turnover Rate:

$$\text{Turnover Rate} = \frac{\text{full-time equivalent resignations}}{\text{full-time equivalent positions}} \times 100$$